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## Leonora M. Schloss

Principal  
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### Practices

Class Actions and Complex Litigation  
Litigation  
Wage and Hour  
Advice and Counsel

### Services

California Class and PAGA Action  
Pay Equity

### Industries

Healthcare  
Hospitality  
Retail

### Education

Columbia University  
J.D., 1987  
Finalist, Harlan Fiske Stone Moot Court Competition

St. Louis University  
A.B., 1984  
Phi Beta Kappa  
Alpha Sigma Nu

### Admitted to Practice

- U.S. Supreme Court
- 9th Circuit Court of Appeals
- California - C.D. Cal.
- California - E.D. Cal.
- California - N.D. Cal.
- California - S.D. Cal.
- Texas - N.D. Tex.
- California, 1989

Leonora "Lenny" M. Schloss is a principal in the Los Angeles, California, office of Jackson Lewis P.C. She is the California Leader of the Wage and Hour Internal Audit Subgroup. For more than 25 years, Lenny focuses her practice in wage and hour and leaves of absence issues, advised and trained employers on preventative measures, drafted policies and agreements, conducted wage and hour classification audits and training, and handled employment investigations.

Lenny has substantial experience litigating single plaintiff and class action discrimination, harassment, retaliation, wrongful termination, and wage/hour cases in state and federal courts including jury and court trials. Lenny took a representative class action case to trial resulting in a dismissal of the representative class. That case resulted in a reported decision, which, for the first time, defined minimum wage calculation under California law and how it differs from federal law. Lenny has successfully asserted the federal enclave doctrine defense and proven lack of state law application in dozens of administrative and court matters, including two reported decisions.

In addition to her trial experience, Lenny has successfully handled several union arbitration hearings. Lenny is a frequent speaker at human resources and other organizations on minimizing employment law liability and other various employment related topics.

### Wage/Hour Class Action Experience

Lenny has defended in excess of four dozen class action cases and she has tried a representative class action case. Her experience includes successfully defeating class certification and obtaining dismissal of numerous wage/hour claims on various preemption grounds, including claims for missed meal and rest breaks, claims for overtime, minimum wage, work off the clock and other unpaid wages, inaccurate wage statements, and Business and Professions Code Section 17200. She also obtained summary judgment defending a national gender disparate impact discrimination class action lawsuit.

### Published Opinions

- *Armenta et al. v. Osmose, Inc.*, 135 Cal. App. 4th 314; 37 Cal. Rptr 3d 460 (2006).
- *Walter H. Taylor v. Lockheed Martin Corporation*, 113 Cal. App. 4th 380; 6 Cal. Rptr. 3d 358 (2003).
- *Walter H. Taylor v. Lockheed Martin Corp., et al.*, 78 Cal. App. 4th 472, 92 Cal. Rptr. 2d 873 (2000).
- *Kalivas v. Barry Control Systems*, 49 Cal. App. 4th 1152; 57 Cal. Rptr. 2d 200 (1996).

## Social Media

LinkedIn

- *Local 21, International Federation of Professional and Technical Engineers, AFL-CIO v. Thornton C. Bunch, Jr., Waldemar Rojas*, 40 Cal. App. 4th 670, 46 Cal. Rptr. 2d 813 (1995).

## Honors and Recognitions

- *Legal 500 USA*, "Recommended Attorney" (2020)
- *Los Angeles Business Journal*, "Most Influential Women Attorneys" (2018)
- *Super Lawyers®*, "Super Lawyer" (2016-present)
- Who's Who of American Women

## Professional Associations and Activities

- Counsel for Justice/Los Angeles County Bar Foundation, Board Member
- Professionals in Human Resources Association
- ProVisors Network
- Los Angeles County Bar Association
- State Bar of California

## Published Works

- "Layoffs: The New Economic Reality," *Employee Relations Law Journal*, Autumn 2009 [Co-Author]
- "An Ounce of Prevention: Avoiding Wage-and-Hour Claims," *Employment Litigation Reporter*, April 21, 2009 [Co-Author]
- "Watch Your Back: Smart Hiring and Proper Background Checks," *Employee Relations Law Journal*, Vol. 34, No. 3, Winter 2008
- "Legal Expert Discusses Thorny Wage and Hour Disputes," (interviewed and discussed the state of wage and hour law in California), *California Executive*, October 30, 2007
- "Don't Trash That Paper," (Regarding employers' obligations to maintain documents), *The Recorder*, August 29, 2007 [Co-Author]
- "Assessing the Amended Labor Code Private Attorneys General Act," *Los Angeles Lawyer*, February 2006 [Co-Author]
- "The Federal Enclave Doctrine," *Briefing Papers*, July 2000

## Speeches

- "The Expansion of California's Fair Pay Act: Important Developments & New Obligations," HR Star Conference (March 16, 2017)
- "Pay Equity Updates for 2017 - More obligations – How do We Comply?," Healthcare Human Resources Management of Association of California (February 24, 2017)
- "California's Fair Pay Act - The Battle of the Sexes," HR Star Conference (March 22, 2016)
- "Amendments to the California Fair Pay Act and PAGA," Association of Corporate Counsel (January 20, 2016)
- "Sick of Leaves? California's New Paid Sick Leave Law," HR Star Conference (July 15, 2015)
- "Blunders and Bloopers: Practical Reminders About Handbook Policies," HR Star Conference (March 19, 2014)
- "Relieving Acronym Anxiety and Demystifying Leaves," PIHRA District 6 (March 13, 2014)
- "You Don't Have to be Sherlock Holmes to Figure Out Leaves of Absence," HR Star Conference (February 29, 2012)
- "Eat, Rest, Get Paid. California Wage/Hour Update," PIHRA District 5 (September 21, 2011)

- "Navigating the Maze of Medical Leave Laws," HR Star Conference (March 30, 2011)
- "FMLA/CFRA Master Class," M. Lee Smith Publishers LLC, Glendale, CA (October 21, 2010)
- "When California and Federal Leave Laws Collide," HR Star Conference (2010)
- "Gimme a Break," PIHRA, Palm Springs, CA (September 16, 2009)
- "When State and Federal Laws Collide," PIHRA, Temecula, CA (July 21, 2009)
- "Leave of Absence," PIHRA, Hawthorne, CA (June 11, 2009)
- "FMLA/CFRA Master Class," M. Lee Smith Publishers LLC, Glendale, CA (May 27, 2009)
- "Wage & Hour Master Class," M. Lee Smith Publisher LLC, Costa Mesa, CA (March 18, 2009) and Glendale, CA (March 17, 2009)
- "Layoffs: The New Economic Reality," PIHRA Legal Update Conference, Woodland Hills, CA (January 15, 2009) and Garden Grove, CA (January 13, 2009)
- "Wage/Hour: Ten Things You Absolutely Must Know," PIHRA Annual Conference & Exhibition, Long Beach, CA (October 7, 2008)
- "Calculating Family Leave Absences," PIHRA Annual Conference & Exhibition, Long Beach, CA (October 7, 2008)